

LEGISLATURE OF THE STATE OF IDAHO
Sixty-second Legislature Second Regular Session - 2014

IN THE SENATE

SENATE BILL NO. 1389

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE DIVISION OF VOCATIONAL REHABILITATION FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. There is hereby appropriated to the Division of Vocational Rehabilitation, the following amounts to be expended according to the designated programs and expense classes, from the listed funds for the period July 1, 2014, through June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
I. EXTENDED EMPLOYMENT SERVICES:					
FROM:					
General					
Fund	\$454,500	\$23,700		\$3,418,300	\$3,896,500
II. VOCATIONAL REHABILITATION:					
FROM:					
General					
Fund	\$1,617,800	\$254,500	\$11,900	\$1,513,900	\$3,398,100
Rehabilitation Revenue and Refunds					
Fund				1,081,500	1,081,500
Miscellaneous Revenue					
Fund	62,600	1,700	1,900	894,500	960,700
Federal Grant					
Fund	<u>7,444,000</u>	<u>1,206,700</u>	<u>54,700</u>	<u>5,724,700</u>	<u>14,430,100</u>
TOTAL	\$9,124,400	\$1,462,900	\$68,500	\$9,214,600	\$19,870,400
III. COUNCIL FOR THE DEAF AND HARD OF HEARING:					
FROM:					
General					
Fund	\$161,600	\$37,700			\$199,300
GRAND TOTAL	\$9,740,500	\$1,524,300	\$68,500	\$12,632,900	\$23,966,200

1 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
2 Idaho Code, the Division of Vocational Rehabilitation is authorized no more
3 than one hundred fifty-two and five-tenths (152.50) full-time equivalent
4 positions at any point during the period July 1, 2014, through June 30, 2015,
5 unless specifically authorized by the Governor. The Joint Finance-Appro-
6 priations Committee will be notified promptly of any increased positions so
7 authorized.

8 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
9 working cooperatively with the Governor's Office, the Division of Human Re-
10 sources, and the Division of Financial Management, to progress toward the
11 goal of funding a competitive salary and benefit package that will attract
12 qualified applicants, retain employees committed to public service excel-
13 lence, motivate employees to maintain high standards of productivity, and
14 reward employees for outstanding performance by:

- 15 1) Adjusting the compensation schedule upwards by 1% to move the salary
16 structure toward market; and
- 17 2) Continuing the job classifications that are currently on payline
18 exception to address specific recruitment or retention issues; and
- 19 3) Funding an ongoing 1% salary increase for state employees, and funding
20 the equivalent of a one-time 1% bonus for state employees, based upon
21 employee merit, with flexibility in distribution as determined by
22 the agency directors.

23 The Legislature also finds that investing in state employee compensa-
24 tion should remain a high priority even in tough economic times, and there-
25 fore strongly encourages agency directors, institution executives and the
26 Division of Financial Management to approve the use of salary savings to pro-
27 vide either one-time or ongoing merit increases for deserving employees and
28 also to target employees who are below policy compensation. Such salary sav-
29 ings could result from turnover and attrition, or be the result of innova-
30 tion and reorganization efforts that create savings. Such savings should be
31 reinvested in employees. Agencies are cautioned to use one-time funding for
32 one-time payments and ongoing funding for permanent pay increases.